

County of Gloucester
Human Resources Manual

CHAPTER:	9 – GENERAL RULES AND REGULATIONS	ADOPTED: 3/7/06
SECTION:	12 – UNION MEMBERSHIP AND FEES	REVISED: 4/4/07

Employees have the right to choose whether they wish to affiliate with the recognized union or employee bargaining agent. No employee shall be required to join any union or other organization as a condition of employment.

The County will not discriminate against, interfere with or use coercion against any employee because of his/her affiliations or non-affiliations.

Union dues are collected through payroll deduction in accordance with the appropriate negotiated agreement(s). Employees who hold Bargaining Unit Positions and/or affiliate with the recognized union will be subject to union dues in accordance with the provisions of the appropriate negotiated agreement. Furthermore, for those employees who choose not to affiliate with the recognized union, representation fees will be collected in accordance with the provisions of the appropriate negotiated agreement.

Regular meetings of the recognized union(s) shall be held after working hours, however two official union representatives (the steward and alternative steward) may investigate contract violations or problems with working conditions during work hours without loss of pay.

In accordance with the appropriate negotiated agreement, official union representatives shall be permitted leave to attend meetings and conventions, represent employees in grievance procedures, and may investigate contract violations or problems with working conditions.